

TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

Northern California, April, 1976

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Vol. XXII, No. 4

Fed. Court Dumps Hibernia Lawsuit

The federal district court in San Francisco has dismissed the lawsuit filed by Hibernia Bank against Joint Councils 7 and 38 and a large number of Teamster officials and trustees of health and welfare funds that were administered by Teamsters Security Fund.

U.S. District Judge Charles Renfrew sustained defendants' motion to dismiss the case on the ground that there is no federal jurisdiction to head the bank's claims.

The suit arose out of the finan-

cial difficulties which resulted in the closing of the Teamsters Security Fund operations December 31, 1975.

Hibernia Bank alleged in its complaint that TSF was indebted to it for \$700,000 and sought to hold the various trustees, Joint Councils, and Teamsters officials personally liable for that amount on a variety of grounds.

The bank claimed that there had been violations of Section 302 of the National Labor Relations Act,

which provides for joint union-employer health and welfare trust plans, as well as the Employee Retirement Income Security Act (ERISA).

Judge Renfrew ruled that the bank lacked standing to sue under either of these federal laws.

The principal argument of the bank was that the indebtedness arose from bad management of TSF, for which the bank blamed the trusts and the Joint Councils.

In rejecting this argument, Judge Renfrew observed: "It appears that

the Bank had it within its power at all times to avoid the losses of which it complains simply by refusing to honor the overdraft."

In dismissing the case, the federal court did not preclude the possibility that Hibernia may refile the case in a state court. If the case is refiled, however, Hibernia will not be able to allege violations of federal statutes.

At press time, there had been no indication whether or not Hibernia Bank intends to appeal the federal court ruling.

Teamsters Had To Strike To Get This One Signed

About 400,000 Teamsters across the nation — about 28,000 of them in northern California — are in the process of putting their stamp of approval by mailed ballots on a new three-year master freight agreement reached only after going through the first nationwide transport strike in the country.

Although local union officials have explained the agreement to their membership, its provisions have not been formally announced by the International Union. But it is well known that its outstanding feature bows to what constituted the most urgent Teamster demand: a no-cap cost-of-living adjustment.

The master freight contract had an escalator clause that stopped the cost-of-living adjustment each year at previously negotiated ceilings of so many cents an hour. Under the negotiated cost-of-living adjustment language, there is no such ceiling.

About 600 Teamster officials trooped to the Chicago suburb of Arlington Heights March 24 when several weeks of protracted talks with employers reached a dead end on the COL and other key issues.

They unanimously authorized their negotiating committee, headed by General President Frank E.

Fitzsimmons, to take all steps necessary to secure a settlement. Then they rushed back to take a strike vote from the rank-and-file membership through the following week-end.

Armed with an overwhelming strike vote, the Teamster negotiators returned to the bargaining table. In spite of the intervention of Labor Secretary W. J. Usery Jr. and James Searce, head of the Federal Mediation and Conciliation Service, there still was no meeting of the minds at contract expiration date, March 31.

Next day, all across the nation, Teamsters marched on picket lines as Usery kept at the parties to come to a settlement. On Saturday, April 3, an agreement was announced and the Teamsters dutifully went back to work.

The settlement came quickly enough to prevent irreparable economic repercussions and to avoid Presidential resort to the cooling-off period under the Taft-Hartley Act.

The agreement was "in the best interests of the nation, the best interest of the Teamsters and the best interests of the industry," Usery said.



APPROACHING DEADLINE—About 600 Teamsters representatives meet at Arlington Park Hotel, Chicago, to unanimously support recommendation of negotiating committee to turn down management's last offer and fly back home to get overwhelming strike vote from rank-and-file membership.

—Merkle Press Photo

General Organizer's

COMMENT

By RUDY THAM

ONE OF A KIND — DAVE BECK

As noted elsewhere in this month's issue of the Northern California Teamster Newspaper, the Local Union delegates to Joint Council 7 had the distinct privilege and honor to have had former Teamster General President Dave Beck in attendance at their April 6 meeting.

Warmly received with a standing ovation by the standing room only audience, our former General President gave what could only be termed an "inspirational" speech to the Joint Council delegates. Pulling no punches, Dave recounted our trials and tribulations along our road to success, but hastened to chastise those who would rather retire on the job than get out and organize the thousands and thousands of non-union workers who jeopardize our high standards of employment.

Incredible Verve

There was no doubt in anyone's mind as they left the room shaking Dave's hand, that the man who moments before had addressed them did so in such fashion that belied the fact that he is on the eve of his 82nd birthday. Dave sounded more like he wanted to start his labor career over again "tomorrow" than enjoy his well-earned retirement.

I do not intend to eulogize Dave, for that is the task reserved for capable labor historians. But I believe it can be truthfully said at this moment of time that there are very few Teamster leaders living or dead, who had such an influence on the structural formation and internal operation of our International Union than Dave Beck.

His rise from a laundry wagon driver in Seattle, Washington to the General Presidency of the Teamsters Union is a phenomenal story in itself, but what he accomplished along the way is what shaped the Teamsters Union into what it is today—the strongest, most efficient labor organization in the world.

Beck's Phenomenal Rise

Born in Stockton, California, but raised in Seattle, Dave's "working

career" began at the age of eight. He joined the Teamsters in 1914 as a laundry wagon driver and after his service duty in World War I, he returned to his Local Union 556.

By 1923, he was President of Joint Council 28 and by 1925, he was Secretary-Treasurer of his own Local Union.

With the aid of then Teamster President Dan Tobin and Teamster Local 85's renowned leader, Michael Casey, both of whom recognized Beck's innate abilities, Dave soon began his career as an International Union officer.

It was in this role that he was destined to overcome his adversaries and become one of the greatest labor leaders our Country has known, respected not only by his colleagues in the Labor Movement, but by the ever-suspicious business world who came to acknowledge his business acumen as well as his sense of fair play in labor relations.

Architect, Organizer

When Dave Beck became a Teamster in 1914, our International Union had some 77,000 members. He succeeded Dan Tobin as General President in 1952 and upon his retirement in 1957, the Teamster membership stood at over 1.6 million strong.

Dave was the Master Architect of the present Teamster Union structure, having first put together the Western Conference of Teamsters; and, without a doubt, having put together a functional, efficient Union structure, Dave was the Master Organizer. He had, and still has, no other equal.

His Basic Philosophy

From the very beginning of his labor career, Dave's labor Union

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Joint Council Meeting Notice

The May meeting of Joint Council 7 will be held Tuesday, May 4, at 1269 Howard Street, San Francisco.

Structure Should Pyramid from Bottom

Beck—Get Out, Organize, Whatever the Cost

The Teamsters can have a million more members in the next five years if we follow a policy of getting out there and organizing the unorganized—cost what it may—according to former International President Dave Beck.

Beck was a guest at the last regular meeting of delegates to Teamsters Joint Council No. 7.

Educate Rank-and-File

Beck told the delegates, "It all comes down to the same thing: having the finest physical structure for organizing, which structure has to be pyramided from the rank-and-file."

The general membership is "the guts of this organization," Beck said, and they must be educated and trained in such a manner that we have a pool of young men qualified to represent the interests of our union.

"If you don't do that, we'll start going backwards," Beck said.

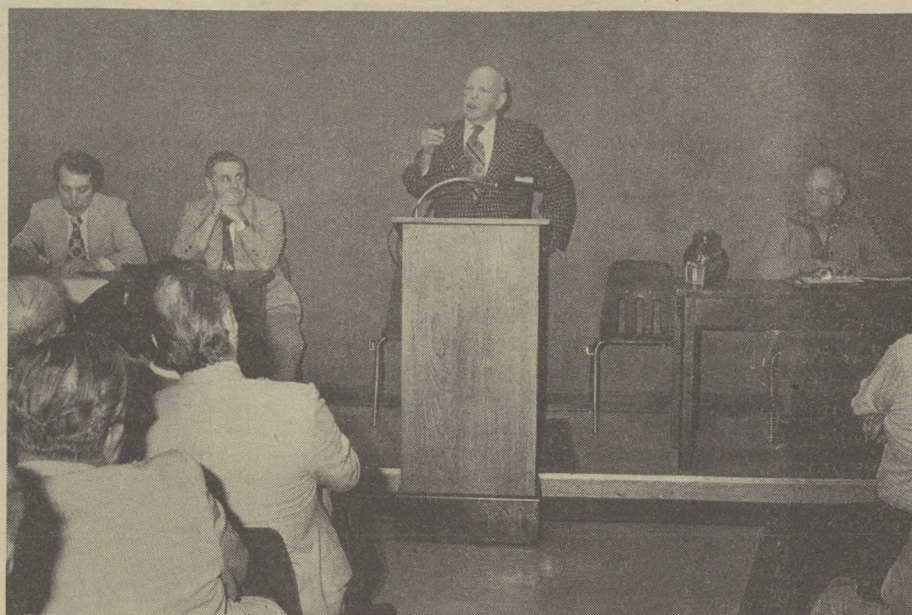
What Is a Union?

He continued: "What is a labor union? A labor union is formed for the purpose of selling the labor of its members. . . . The only thing we own is our labor and that's all we have to sell. Our purpose is to sell that labor through collective bargaining for the best price in the marketplace."

Beck said the Teamsters have the structure and the leadership to do that effectively.

Our locals are diversified and are in all areas of activity, and our delivery system makes us touch every pound of articles in commerce. And our leadership is "dedicated like a priest is to the church," Beck said.

But it is an educated rank-and-file geared to organizing activity, supported by a treasury that believes in the vital necessity of continuous organizing, that will keep the Teamsters strong, Beck said.



INSPIRATIONAL — Former President Dave Beck speaks to delegates of Joint Council 7 at last meeting. Listening, from left, are Ralph Torrisi, who took the minutes; Rudy Tham, who chaired the meeting; and JC7 Secretary-Treasurer Mark O'Reilly.

Call for International Convention in Vegas

Teamsters Union affiliates in the United States and Canada have received the official call for the International Union's 21st convention.

Delegates will convene in Las Vegas, Nevada, with the opening gavel set to sound the morning of June 14.

Convention Business

Under the provisions of the constitution of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, the convention is called "for the purpose of electing International Union officers; considering amendments to the International Union constitution and transacting such other business as the convention may determine in accordance with convention rules."

A total delegate strength of 2,579 is expected to attend as representatives of members in 772 local unions, 48 joint councils, nine state conferences, five area conferences and 68 International Union officers, general organizers and auditors.

The IBT constitution provides that each local union having 1,000 members or less is entitled to one

delegate, and one delegate for each additional 750 members or majority fraction thereof.

Local Representation

Constitutional provisions specify that only local unions which have been chartered, affiliated and in good standing for a total of six months prior to the opening of the convention shall be entitled to representation.

The constitution further states:

"No Local Union is entitled to representation in the Convention which at the time of the call of the Convention is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which the Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. If the circumstances warrant, the General Executive Board may waive any of these requirements."

"The General Executive Board may grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was former-

ly an independent Local Union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, or was chartered as a result of split-off or merger." —TNS

The following resolution was adopted by unanimous vote of delegates to Teamsters Joint Council No. 7 on April 6:

RESOLUTION

WHEREAS: The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has become the largest and most influential labor organization in the free world, because of the quality of the leadership which has brought great gains in living standards, security, and social progress for the members and their families, and

WHEREAS: The leadership of the International Brotherhood of Teamsters has effectively communicated the views of our union on economic, social and political issues to the highest levels of government, and

WHEREAS: The traditional slogan of organized labor that "In unity there is strength," is most meaningful today in view of the problems facing the membership of the International Union, and

WHEREAS: General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, the Vice Presidents and Trustees of the International Union have acted cohesively on all matters related to the internal operations of the International Union and the Development of policy, and

WHEREAS: The leadership of the International Union has provided immediate and generous assistance to the affiliates on all activities, for the benefit of the membership and in organizing the unorganized, therefore be it

RESOLVED: By Teamsters' Joint Council No. 7, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in delegate meeting assembled April 6, 1976, that we endorse the entire General Executive Board and Trustees for reelection at the International Union Convention to be held in Las Vegas, Nevada, starting June 14, 1976, namely:

Frank E. Fitzsimmons, General President
Ray Schoessling, General Secretary-Treasurer
George E. Mock, First Vice President
Harold J. Gibbons, Second Vice President
Joseph Trerotola, Third Vice President
Robert Holmes, Fourth Vice President
William Presser, Fifth Vice President
William J. McCarthy, Sixth Vice President
Salvatore Provenzano, Seventh Vice President
Edward Nangle, Eighth Vice President
Roy Williams, Ninth Vice President
Joseph Morgan, Tenth Vice President
Edward Lawson, Eleventh Vice President
Weldon L. Mathis, Twelfth Vice President
Arnie Weinmeister, Thirteenth Vice President
M. E. Anderson, Fourteenth Vice President
Louis F. Peick, Fifteenth Vice President

Trustees:

Frank J. Matula, Jr.
Maurice R. Schurr
Jesse L. Carr, and be it further

RESOLVED: That copies of this resolution be sent to the members of the General Executive Board and the International Union Trustees, all Area Conferences and Joint Councils, and be it further

RESOLVED: That the Executive Board of Teamsters Joint Council No. 7 be authorized to take whatever action is required to implement the objective of this resolution, namely, the reelection of the General Officers, Vice Presidents and Trustees of the International Brotherhood of Teamsters.



MORE TO COME?—The Local 960 negotiating team is shown in the Governor's conference room at the State Capitol as it wraps up a package which gives to the correctional officer a 10% salary increase and improved medical, retirement and disability income plan for FY 1976-77; and, for every other state employee, a \$70 monthly salary increase with improved fringes. At the moment, further meetings with the state and appearances before the Personnel Board are being set up to show that Local 960 correctional members in all classifications also deserve the additional increase in salary and benefits. Shown are, from left: Ike Isnor, C.M.F.; Madeline Samarzes, Local 960 office manager; Rudy Ortega, Local 960 executive officer; Ken Dunn, C.R.C. (standing); Joe Lusignan, C.F.T.; Diana S. Dooley, assistant analyst; and Marty Morgenstern, Director of Employee Relations appointed by the Governor to negotiate salaries.

Help in Returning Your Member to Work

A Job Plan for Injured Workers

A worker who may be unable to return to his usual job because of a job-related injury or illness is now entitled, under State labor law, to all possible help in returning to work.

For example, benefits may include fitting the worker to a job in line with abilities and interests; and job counseling, training, and assistance in finding employment in a new occupation—all paid for by the employer.

Benefits Retained

What's more, permanent disability benefits remain the same for workers in vocational rehabilitation.

Vocational rehabilitation is provided for in Labor Code section 139.5 for those industrial injuries or illnesses occurring on or after January 1, 1975.

Injured workers who begin vocational rehabilitation will continue to receive temporary disability payments until ready to get back to work.

All expenses of rehabilitation, including books, tuition, supplies, transportation, and extra living expenses caused by the program are paid for.

Who Qualifies

An injured worker qualifies for vocational rehabilitation:

- if the effects of an injury, whether or not combined with the effects of a prior injury or disability, permanently prevent, or are likely to prevent, the worker from engaging in either a usual and customary occupation or engaging in the position in which he was employed at the time of injury—and:

- if the injured worker can be reasonably expected to benefit from a rehabilitation program.

The plan drawn up for the worker may include job modification, vocational evaluation, counseling, transfer of job skills, re-training, on-the-job training, and job placement assistance.

The Goal

The goal of rehabilitation is matching the worker to a job and

returning the worker to suitable gainful employment. To do this, experts consider personal qualifications, interests and incentives, pre-injury earnings and future earning potential and the present and future job opportunities in the chosen occupation.

A plan for rehabilitation is prepared by qualified experts designated by the employer or the worker.

To protect the worker, the plan must be submitted to and approved by the Rehabilitation Bureau, Division of Industrial Accidents, State Department of Industrial Relations, before the plan starts.

Once approved, the plan begins as soon as the health of the worker permits and must begin before temporary disability benefits stop.

Bureau Intercedes

The Rehabilitation Bureau will intercede when necessary to get a program started or to resolve disputes or misunderstandings about rehabilitation plans between workers and employers.

If the employer does not voluntarily provide rehabilitation for qualified workers, the Bureau will order the employer to pay for medical examinations and vocational evaluation as needed.

Whenever the employer and worker cannot agree upon a plan, the Rehabilitation Bureau will resolve the matter through conciliation and mediation and issue a decision outlining the workers' rights to benefits.

If either party does not agree with a decision of the Bureau, he may appeal the Bureau's decisions to the Workers' Compensation Appeals Board (WCAB).

Bureau May Modify

After a plan begins the Bureau

can modify, suspend, or end it if necessary:

- when the disabled worker does not make satisfactory progress
- or
- when the worker's rehabilitation plan is not likely to lead to suitable gainful employment
- or

- when the worker refuses to complete the plan
- or
- when a more suitable plan is available.

Most workers will profit from vocational rehabilitation. Some injured workers, however, may not want to participate — and that is their right.

GET TO KNOW THEM

Following are the offices and labor representatives of the Department of Rehabilitation in Northern California. Union representatives are urged to get to know them.

Santa Rosa District: Carol Brunt, 2240 Professional Dr., Santa Rosa, CA 95401; (707) 542-6836.

Counties: Del Norte, Humboldt, Mendocino, Lake, Sonoma, Napa, Solano.

Chico District: Rod Golden, 520 Cohasset Rd., Suite 9, Chico, CA 95926; (916) 345-6171.

Counties: Siskiyou, Modoc, Trinity, Shasta, Lassen, Tehama, Plumas, Glenn, Butte, Colusa, Sutter, Yuba, Nevada, Sierra.

Sacramento District: Marv Philo, 723 E Street, Sacramento, CA 95814; (916) 446-3441.

Counties: Placer, Sacramento, El Dorado, Alpine, Yolo.

Stockton District: Robert Sivell, 31 East Channel St., Rm. 213 (Mailing: Drawer "N"), Stockton, CA 95202; (209) 948-7700.

Counties: San Joaquin, Calaveras, Stanislaus, Amador, Tuolumne.

Fresno District: Phil Vail, 2550 Mariposa St., Rm. 2000, Fresno, CA 93721; (209) 488-5664.

Counties: Merced, Madera, Tulare, Mariposa, Fresno, Kings.

Pleasant Hill District: Charles Murphy, 2285 Morello Avenue, Pleasant Hill, CA 94523; (415) 689-3010.

Counties: Marin, Contra Costa.

Oakland District: Ruth Dushkin, 1111 Jackson St., Rm. 5002, Oakland, CA 94607; (415) 464-1288.

County: Alameda.

San Francisco District: Bob Cox, 2720 Taylor Street, Suite 420, San Francisco, CA 94133; (415) 557-1200.

County: San Francisco.

Redwood City District: Lillian Raker, 296 Fuller St., Rm. C, Redwood City, CA 94063; (415) 347-1428.

County: San Mateo.

San Jose District: John Crane, 935 Ruff Drive, San Jose, CA 95110; (408) 277-1366.

County: Santa Clara.

Salinas District: Glen Lowe, 11 W. Laurel Drive, Suite 201, Salinas, CA; 93901; (408) 449-9171.

Counties: Monterey, San Benito, Santa Cruz.

Bicentennial Salute Honors Mike Bozzoli

Truck Driver Mike Bozzoli, a member of Local 684 in Eureka since 1949, has been featured on the jacket of a record, "Bicentennial Salute to the American Driver," which has just been released.

"It is a distinct honor for Mike to be singled out as the paragon of the thousands and thousands of drivers throughout the nation," said Local 684 Secretary-Treasurer Joe Davis.

The record gives, in word and sound, much of "the lore and nostalgia of trucking, of the industry that ties our country into one indivisible nation."

The blurb that goes with Mike's picture on the record jacket goes:

MIKE BOZZOLI, who for the past 25 years has lived in Eureka, Calif., was raised in Fort Bragg on the Mendocino Coast. From his tenderest years, driving automobiles held an all-consuming fascination for him. Already as a high school student, Mike was one of two drivers detailed to drive the local school car; a chore which he performed with much love and pleasure.

When 21, Mike went to work for a small, independent bus company (the long-defunct Mendocino Transit Company) working out of Fort Bragg, California . . . and so began a long and illustrious career!!! Driving those early buses did two things for Mike: it got him married when, as a driver, he met his wife . . . and it soon convinced him that driving a bus was a sure way for killing off

family life! He realized that a change was needed and so Mike decided to switch to driving trucks.

Thirty years and 3 million miles later, Mike Bozzoli feels that he has finally discovered the reason why he loves his profession, and listening to this record will, we hope,

help you to understand a man in love with his country, his job and his way of life.

The record was produced by Leo Kulka and narrated by Scott Beach. It can be obtained for \$2.49 by writing to Mike Bozzoli, P.O. Box 5930, San Francisco, CA 94101.

New Area Conference

Canadian Teamos Get Own Charter

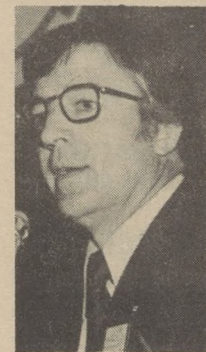
Edward Lawson, IBT vice president from Vancouver, has been named International Director of the newly chartered Canadian Conference of Teamsters by General President Frank E. Fitzsimmons at the Founding Conference in Toronto, Canada, last month.

Conference headquarters will be in Ottawa with three regional offices located in Montreal, Toronto and Vancouver.

Directing the regional offices are: for Montreal — Omer Malboeuf, president of Joint Council 91; Toronto — Robert Wilson,

formerly director of the Canadian Conference of Teamsters; Vancouver — Peter Wilson, vice president of Joint Council 36 and secretary-treasurer of Local 464.

Also established were four Conference trade divisions: construction, freight and cartage, brewery and soft drinks, warehousing and miscellaneous.



Lawson



Bozzoli



SEMINAR — Arbitrator Sam Kagel, left, was speaker at first of a series of regular informational seminars arranged by the law firm of Brundage, Beeson, Tayer and Kovach for officials of local unions affiliated with Joint Council 7. Shown with him are Teamster Attorneys Duane Beeson, seminar moderator, Ed Kovach and Ken Silbert. On the subject of arbitration, Kagel stressed the duty of the union representative to delve into the true facts of a dispute and to have the guts, on the basis of the facts, to decide whether to arbitrate the matter or not. Kagel noted that of the 8,000-or-so cases he has handled in his long career as arbitrator he figures that about two-thirds need not have been brought to arbitration.

Construction H&W Trust

By Mel J. Tracy

TO ALL CONSTRUCTION TEAMSTERS PARTICIPATING IN CONSTRUCTION TEAMSTERS HEALTH & WELFARE TRUST FUND FOR NORTHERN CALIFORNIA

Our office receives frequent inquiries asking for clarification on how we would pay benefits for certain specific claims.

I feel that the questions and answers will be of interest to all Construction Teamsters, so I am making this the subject of my column.

QUESTION: Do we pay claims for treatment by acupuncture?

ANSWER: Yes, under certain conditions. Please refer to Page 35, Section 9, Paragraph B of the benefit booklet, which means that we can pay benefits to any practitioner of the healing arts who renders care or treatment with the limits set forth in the license issued to him by the State in which he renders such care or treatment.

The State of California now says that treatment by acupuncture is legal, but to my knowledge, they have not completed arrangements to license acupuncturists.

There are some Medical Doctors as well as Chiropractors who practice acupuncture and since they are licensed as providers of health care we would recognize and pay claims submitted by them the same as any medical claim (90% of reasonable and customary charges.) The key, therefore, to this question is that the provider must be licensed and must submit the claim on our regular medical expense claim form.

Q: Do we pay claims for chiropractic treatment?

A: Yes. A claim for chiropractic care is treated the same as any medical claim. The claim should be filed on one of our medical expense claim forms and signed by the doctor. Our Fund will pay 90% of reasonable and customary charges.

Q: Do we pay claims for treatment of obesity or overweight?

A: (Two Parts) (A) At the present time there are some doctors who are specializing in diet control by the use of certain injections. "If the doctor is treating a medical condition other than overweight or obesity which necessitates loss of weight, we would pay the claim under the comprehensive medical care benefit."

(B) In recent years a relatively new procedure involving surgical treatment of obesity is being used. This procedure is referred to as an ileo-bypass. It is a technique whereby a substantial portion of the small intestine is by-passed which reduces

the body's absorption of food values. This procedure is extreme and postoperatively it is commonly necessary to put such patients under continuous medical care. Our Fund would provide coverage for those active or retired employees and their eligible dependents who are suffering from hypertension, diabetes or heart trouble for example, and in whom obesity is a threat of life. However, all claims involving surgical treatment for obesity should be submitted to the Fund office for review and prior approval by the Funds Medical Consultant and the Secretary.

Q: Do we pay benefits on abortion?

A: Yes, except in cases of "dependent children." Paid on basis of comprehensive medical plan.

Q: Do we pay claims for tubal ligation?

A: Yes, if claim is for dependent spouse. Yes, on unmarried dependent if surgery is performed for medical reasons only.

Q: Do we pay benefits for surgical vasectomy?

A: Yes, but we do not pay benefits for a vasectomy reversal.

Q: Do we pay benefits for injections?

A: Yes, on dependent children—no exceptions.

Yes, on employee and spouse except for immunization and inoculations. I believe a fundamental guide line in determining whether or not benefits are payable would be to determine if an eligible individual is clearly receiving therapeutic treatment.

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Teamsters Local 439

The Coffee Break



By BOB PLUMMER

Unity

As I sit down to write this month's column, I am both heartened and encouraged by the dedication and unity to the cause of organized labor being shown by the Local 439 members on strike at Laura Scudder's.

When President ACE HATTEN and Business Agent DICK PARRA reached an organizing impasse involving the Lab Techs and found Scudder's management unwilling to negotiate any agreement other than one that would substantially change existing contract language, they and the approximately 225 employees at Scudder's "hit the bricks!"

A demonstration of this kind of basic Labor solidarity can only have a positive effect on the employers and their Labor Consultants—when a large and extremely profitable manufacturing concern such as Scudder's tells a local union, "Don't call us, we'll call you," this can certainly be literally construed to mean that they're going to wear us down before they feel that serious negotiations can begin.

Even President HATTEN's offer to bring in the State Conciliator was met with indifferent silence on the part of Scudder management, but to an even greater extent, the lack of desire on the part of Scudder management to meet and confer indicates their attitude toward their employees in general.

I feel that the support and solidarity shown by the members of Local 439 in concert with the newly organized Lab Techs clearly demonstrates that Local 439 is once again a "together" Union and that President HATTEN's motto of **UNITY WITH DIGNITY** is certainly and justifiably applicable! I'm proud to be Secretary-Treasurer of such a membership!

Strike at Darwin

On another front, DARWIN FARMS remains on strike, with Local 439 embroiled in obtaining a contract for newly organized employees. At this writing, early resolution to both the above matters is paramount to all Local 439 personnel.

Campaign at Doane, Jersey Crown

President HATTEN also reports that DOANE PRODUCTS, recently located within our jurisdiction, producing dried pet food, will be the target of a vigorous organizing campaign—their 20 person work force should grow to over 60 quickly.

Also within our jurisdiction, the Western Conference of Teamsters Dairy Committee is planning a coordinated, well funded organizing drive aimed at JERSEY CROWN DAIRY.

Personal Profiles

In another of our continuing series of Personal Profiles of Local 439 Officials, we this month present our Recording Secretary, BETTY TRIPP.

BETTY, a resident of Manteca, California, for over 19 years, returned to Local 439's Executive Board in December 1975 as Recording Secretary. Prior, she served as a Trustee from 1970 until 1973 while serving as Shop Steward at Laura Scudder's.

BETTY certainly brings a breath of fresh air to the Local's Executive Board as well as an air of Civic and Community responsibility evidenced by her active service in PTA, Community Club and New Haven School activities.

The other half of BETTY'S Teamster family is husband KEN who, when not driving for Albers Milling of Stockton, finds time to take an active part in Local 439 and to certainly give his wife needed help and encouragement.

Hats off to BETTY TRIPP!

Deceased Members: ROBERT GARDENER, Di Salvo Trucking.

Retirees: WILBUR COMSTOCK, Garden City Trucking; JAMES R. WILCOXON, Scannavino Trucking; LAFRED TRAVERSO, Alpine Packing; LLOYD COSTA, Claude C. Woods.

Survivor Benefits to BARBARA HOLMES for herself and children.

Holding the Speed Limit

Energy experts calculate that if motorists held their highway speed limit at 55 miles an hour, the country could save more than 100,000 barrels of imported oil daily. That amount of oil costs the United States about \$400 million in foreign exchange each year.

Sixty-Three Years Old

The law creating the U.S. Department of Labor was signed by President William H. Taft on March 4, 1913.



Betty

Bulletin Board

Local 12 Meeting Dates

The following are the dates for the regular membership meetings for the year 1976:
January 14: Installation of

Officers.
February 11: New Contract Discussion.

March 10: New Contract Demands.

April 14: New Contract Report.

May 12: New Contract Report.

June, July and August—on call.

September 8, October 13.

November 10: Turkey Drawing.

December 8: Turkey Drawing.

The above dates represent the second Wednesday of each month.

Unless notice is given, all meetings will be held at:

Place: Teamsters Building 47 Lansing Street San Francisco, CA 94105

Time: 8:00 P.M.

Executive Board meetings: January 9, February 6, March 5, April 9, May 7, June 18, July 16, August 13, September 3, October 8, November 5, December 3.

On the above dates, meeting time: 7 p.m. of each month.

Please attend your union meetings: the empty chair may be yours.

By-Laws Amendments Effective March 15, 1976, new amendments to Section 17, b and d of our By Laws has been approved by Frank E. Fitzsimmons, General President.

Copies of new amendments are available at the Local Union office.

George P. Pedrin Secretary-Treasurer

Local 439 Special Notice

Notice of Importance

At the regular general membership meeting to be held on May 19, 1976, at the Teamsters Hall, 1531 E. Fremont Street, Stockton, CA at 8 p.m., the following item(s) of business will be considered: The third and final reading together with necessary balloting on certain By-Law changes as suggested by the By-Law Committee of Local 439.

Discussion and necessary balloting on summer meeting

suspension in accordance with Article 18, Section 1A of Local 439 By-Laws.

Ace Hatten President Robert Plummer Secretary-Treasurer

Remember: Effective April 1, 1976, current monthly dues are \$12.50 with the \$1 late charge additional.

Local 684

General membership meeting, Tuesday, May 11, at 8 p.m., Labor Temple, 9th & E Streets, Eureka, California.

At this meeting the first reading of the proposed new By-Laws will be read.

The second reading will be read at the General Membership meeting June 8, 1976 at 8 p.m., Labor Temple, 9th & E Streets, Eureka, Calif.

After the second reading a vote by secret ballot will be conducted.

Joe Davis Secretary-Treasurer

Local 860

Effective April 1, 1976, the new office hours of Teamsters, Warehouse & Miscellaneous Local 860 will be 8:30 a.m. to 4:30 p.m., Monday through Friday. Dispatching by telephone only from 8 a.m. to 9 a.m. and 4 p.m. to 4:30 p.m.

Mark J. O'Reilly, Secretary-Treasurer

Local 890

By-Law Changes for the Following Articles and Sections

Propose New Article III. Propose an addition to Article IV—Objects.

Propose new Section to Article VI, Section 12 (a).

Propose new Section to Article VI, Section 12 (b).

Propose new Section to Article VII, Section 5.

Propose new Section to Article XVIII, Section 2.

The proposed changes will be read at the April 8, 1976, meeting and will be voted on at May 13, 1976, meeting.

PLACE: Union Hall, 207 Sanborn Rd., Salinas, Ca.

TIME: 8 P.M.

Special Notice

Aviso Especial

Cambio De Leyes para Los Siguietes Articulos Y Secciones

Proponer nuevo Articulo III.

Proponer adicion a Articulo IV—Objetos.

Proponer nueva seccion a Articulo VI, Seccion 12 (a).

Proponer nueva seccion a Articulo VI, Seccion 12 (b).

Proponer nueva seccion a Articulo VII, Seccion 5.

Proponer nueva seccion a Articulo XVIII, Seccion 2.

Los cambios propuestos seran leidos en la junta del dia 8 de Abril 1976 y votados por esos mismos en la junta del dia 13 de Mayo 1976.

LUGAR: Salon de la Union, Calle Sanborn =207, Salinas, Ca.

HORA: 8:00 P.M.

By-Laws Changes—Article XVII, Sections 1 and 2 Dues and Initiation Fees Increase

A proposed increase in the initiation fees and dues will be read at the April 8, 1976 meeting, 8:00 p.m. at Local 890's meeting hall, 207 Sanborn Road, Salinas, California, and at the May 13, 1976 meeting, 8:00 p.m. at Local 890's meeting hall, 207 Sanborn Road, Salinas, California.

The voting of the proposed increase in initiation fees and dues shall be by secret ballot vote of those members in good standing on June 10, 1976 at 8:00 p.m. at the regular membership meeting to be held at Local 890's meeting hall, 207 Sanborn Road, Salinas, California, unless otherwise posted.

Mark J. O'Reilly, Secretary-Treasurer

Joe Davis Secretary-Treasurer

Mark J. O'Reilly, Secretary-Treasurer

Joe Davis Secretary-Treasurer

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NORTHERN CALIFORNIA TEAMSTER

PETER CARAG, Editor

Publication of Joint Council 7 and Joint Council 38 International

Brotherhood of Teamsters

Office of publication, 25 Taylor Street, San Francisco, California 94102. Telephones 885-4969 and 885-4970.



POSTMASTER: Send form 3579 to 746 Brannan St., San Francisco, CA 94103.

Second Class Postage paid at San Francisco, Calif.

Published once a month at San Francisco, California, by Joint Council 7 and Joint Council 38 of the International Brotherhood of Teamsters. News copy and picture deadline: First of month.

EDITORIAL COMMITTEE

Joseph J. Diviny, Chairman; Jack Goldberger, George E. Mock, Mark O'Reilly, Hank J. de Diego, John Fitzsimmons, Bill York, Freddy Sanchez, Pete Andrade.

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

April, 1976

Phone 569-9317

A Section of The Northern California Teamster

Trustees' Report

LOCAL 70, OAKLAND, CALIF. 94621
AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

Period Covered: From February 1, 1976 to February 29, 1976

TRUSTEES' MONTHLY REPORT

CASH RECEIVED	
Dues	101,359.55
Initiation and Reinitiation Fees	5,540.00
Withdrawal and Transfer Cards	29.25
Assessments and Fines	27,152.00
Receipts—Funds for Transmittal for Members	195.50
Receipts from Affiliates	2,380.00
Other Receipts	4,903.95
TOTAL CASH RECEIVED	141,560.25
CASH PAID OUT	
PAYMENTS TO OR FOR OFFICERS AND EMPLOYEES:	
Salaries	48,235.66
Expense Allowances	7,860.00
Expenses Reimbursed	456.05
Expenses Paid to Creditors	3,753.75
PAYMENTS TO OR FOR MEMBERSHIP:	
Per Capita Taxes	25,404.86
Contributions	351.50
Benefits Paid	25,716.80
Funds for Transmittal for Members	195.50
Refunds — Dues	234.75
Other Refunds	46.75
PAYMENTS FOR OPERATING EXPENSES AND OTHER DISBURSEMENTS:	
Office and Administrative	4,449.32
Education and Publicity	1,149.55
Legal Fees	2,917.15
Other Professional Fees	3,005.22
Taxes	2,418.00
Other Activities	15,335.43
TOTAL PAID OUT	141,530.29
NET INCREASE (OR DECREASE) IN CASH	29.96
CASH BALANCE BEGINNING OF PERIOD—GENERAL FUND—	
CHECKING ACCOUNT	81,716.12
CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T.	81,746.08

Statement of Assets—Period Ending February, 1976

	Beginning of Period	Change	End of Period
General Fund—Checking Account	\$ 81,716.12	\$ 29.96	\$ 81,746.08
Petty Cash	450.00		450.00
General Fund—Savings Accounts	860.31		860.31
Cash in Special Funds	628.43		628.43
Sick Funds	15,912.71		15,912.71
Investments—U.S. Bonds	5,000.00		5,000.00
Land	173,642.79		173,642.79
Buildings	475,102.00		475,102.00
Office Furniture and Equipment	18,924.00		18,824.00
TOTAL ASSETS	772,236.36	29.96	772,266.32
Deduct: Obligations (per list below) ..	278,929.53	8,934.97	269,994.56
NET ASSETS	\$493,306.83	\$8,964.93	\$502,271.76

LIST OF OBLIGATIONS

Date of Obligation	Description	Date Due	Amount
8/66	Building Mortgage—Monthly		213,051.20
11/75	Bank Loan—Monthly		56,943.36
TOTAL			269,945.56

SCHEDULES

Other Receipts	
Sale of Supplies	40.50
Rent	100.00
Refund—Travel Expenses	176.73
Telephone	23.42
Clerical Services	3,381.60
Expenses Reimbursed	1,181.70
TOTAL	4,903.95
Benefits Paid	
Out-of-Work Benefits Paid	2,380.00
Pension	2,923.70
Insurance—Group Life Net	12,066.95
Insurance—Health and Welfare	3,036.15
Sick Benefits	5,310.00
TOTAL	25,716.80
Other Activities	
Meeting and Committee Expenses	867.37
Strike Expenses	84.75
Stewards Expenses (other than dues)	52.84
Building Maintenance	2,273.80
Out-of-Town Travel Expenses	1,427.67
Mortgage and Loan Payments (Principal Only)	8,934.97
Interest	1,694.03
TOTAL	15,335.43
Receipts from Affiliates	
International Out-of-Work Benefits	1,900.00
Conference	480.00
TOTAL	2,380.00

Hold Second Meeting To Talk About Funds

In December, when Local 70 held its annual meeting on finances, Secretary-Treasurer Chuck Mack and the Executive Board indicated that they would hold quarterly meetings in 1976 to keep the membership informed and up-to-date on receipts and expenditures.

The first of the quarterly meetings has been scheduled for Saturday, April 24, 1976, at 9:00 a.m., in Local 70's Auditorium.

The financial experience for the first quarter of 1976 will be discussed at some length. The first quarter experience will also be compared with the budget projections made for 1976 by the Executive Board and Mack at the December meeting.

The officers will also be available and prepared to answer questions that the members may have regarding Local 70's finances. Mack indicated that it was his and the Board's desire to hold this series of meetings to enable the membership to gain a thorough understanding of the Local's financial affairs. Reading the financial report at the regular meeting and publishing it in the paper, and special-called meetings when dues increases or assessments are needed are not enough.

The first finance meeting held last December, even though held between Christmas and New Year's, was successful. A good number of members turned out, and a number of important questions were raised and answered.

Those members concerned with finances—or those even not so concerned, but with questions regarding expenditures or receipts—are urged to attend this special meeting.

Member Sees Danger of TDC

The following letter was recently received by our Local Union, and was written by a Local 70 member who initially joined and then later dropped from the T.D.C. organization:

To T.D.C.:

I recently denounced T.D.C. to myself and to all the Teamsters I come in contact with. I am sorry that some of us were the victims of an almost socialist revolution in our own local union.

When I first joined the Oakland chapter of the T.D.C. steering committee, I said to myself and others that if in fact I find out that T.D.C. is anything other than a movement for a decent contract, I would bow out.

I have my own reasons to believe that the Socialist party is deeply involved in the start of a revolution in the Teamster Union. I think if this is to continue, it would greatly hurt my local union and many others like it. I like being a Teamster; I like the fact that I am active in Local 70 the best way I know how. I also like the idea of a decent contract, but I am very much against any politically organized movement to some day take over our local unions. I am very upset with the fact that the people who thought they could get away with something like this are not really concerned with our local union, but more concerned with a revolutionary movement to make their own dreams come true. I am very disappointed that some people, and I include myself, did not get wise to this a long time ago.

I put a lot of my own free time and a lot of effort in T.D.C. because I thought it was a good way to make our officials see the way the rank-and-filers felt. I believe a man or woman has the right to stand up for what he or she thinks is right. I also think that a man or woman should admit when he or she is wrong. I was wrong, dead wrong, about T.D.C. and its ventures.

I do not believe that capitalists are to be routed. I do not believe that workers should control the entire industry. I believe in democracy and free enterprise. If the people in T.D.C. did eventually take over the Teamsters Union, is that the democratic way? I say no, and I say it is not what I want for me or my brothers and sisters.

Peter J. Gemma
Local 70
Rank-and-file Teamster"

Report Discredits Polygraph

A report fully discrediting the polygraph as a so-called lie detector has been issued by the House Government Operations Committee composed of 43 congressmen.

The report said recent research confirmed the finding of a 1965 investigation which concluded: "There is no 'lie detector,' neither machine nor human. People have been deceived by a myth that a metal box in the hands of an investigator can detect truth or falsehood."

Both federal and private research, said the committee report, have "done little to persuade the committee that polygraphs, psychological stress evaluators or voice stress analyzers have demonstrated either their validity or reliability in differentiating between truth and

deception, other than possibly in a laboratory situation."

—TNS

Watch That Greasy Pan

About 35% of all home fires involve grease or food, a U.S. Census Bureau survey says.

So, never leave the kitchen when you heat heavy grease in an uncovered pot or pan.

But if a grease fire does start: cover the pan to smother the flames; or turn off the heat and close the oven door.

Never try to extinguish a grease fire with water, warns the National Fire Protection Association, as that will only spread the fire.

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
Jim Rush

President
James (Jimmy) Muniz
Vice President
Stan Botelho

Art Soto
Conductor, Mel Baptista

TRUSTEES
Marty Frates

Larry Dias
Warden, Harold Marks

President Reports

The Referendum

With the National Master Freight negotiations concluded, including all supplements, after many meetings during the past several weeks, the members will make the final determination as to whether or not they have a new contract.



Jim Muniz

The mail referendum ballot counting will be conducted by the U. S. Department of Labor after the ballots have been mailed to the members approximately April 20, 1976. You are urgently requested to mark your ballot and return it in the envelope enclosed with it as soon as possible. As soon as we are notified of the results of all totals, the membership will be informed.

I would like to take this opportunity to express my sincere thanks and appreciation to the membership for its cooperation during the lengthy negotiations and the short two-day strike. This was the first nationwide trucking strike in history. To my knowledge it was a great success and helped the negotiators in concluding the agreement much faster.

I also wish to thank the membership for returning to work once they received the orders to do so at all terminals, including the independents who are not party to the California Trucking Association or Trucking Employers, Inc.

Resolving Deadlock

After the strike was concluded and a tentative agreement was reached on wages, Joint Council 7 then appeared before the National Negotiating Committee with all the deadlocked issues on which they could not obtain settlement. General President Frank Fitzsimmons, who was also Chairman of the Negotiating Committee, and Roy Williams who was Co-Chairman, as well as the rest of the Unions' main committee, supported Joint Council 7 throughout the negotiations. The employers were very desirous of eliminating our 8:00 a.m. starting

time, the eight-hour guarantee and the Hiring Hall provision, as well as some other articles and sections. Without a doubt, we received the fullest consideration from our Unions' committee.

In negotiations we were successful in reaching an agreement on the members having the option of diverting some of the wage money towards Health & Welfare benefits. This will be included in the referendum which you will be receiving. On the Pension we were successful in avoiding for our membership any reduction in benefits because of the new Federal E.R.I.S.A. law. The employers are obligated to pay an additional 22¢ per hour to maintain the present Pension benefits; and, as one of the last issues concluded in the negotiations, in addition we were successful in increasing the Pension.

Working Together

I would also like to thank our Local Executive Board, Business Agents, Shop Stewards and all committees named during the strike for their participation and all the long hours and hard work that they put in to make this strike a successful one.

I feel that this proved of great help to all the negotiators of Joint Council 7 and the International Union. It also proved that things can really be accomplished when people work together, and I think this particular accomplishment has shown that our members supported all actions taken to achieve the end result.

In closing I should like to mention here that our members will be receiving a letter from the new Health & Welfare administrator explaining what has transpired since he has taken over the Health & Welfare administration for our Local Union. I would request that each of you take the time to read this information.

Fraternalty yours,
James R. Muniz
President

Register To Vote!

SICK BENEFIT FUND SICK BENEFIT COMMITTEE

Chairman — Ray Arroyo

Co-Chairman — Lee C. Hafley

Recording Secretary — Jim Dodge

Members: Lloyd Adcock, Frank Arroyo, E. L. "Al" Baratto, Ben DeLima, Eugene Dereig, George Wells, Bennie Whitfield and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

The Sick Benefit Committee can be contacted by telephone during the day every Tuesday between the hours of 8:00 a.m. and 4:00 p.m. at 569-7171. Also during the evening of its meeting on the second Tuesday of each month, between the hours of 7:30 and 10:00 p.m.

Reminder—Dues must be paid on a current basis in order to be eligible for Sick Benefits



Master Freight Contr

At midnight, April 1, 1976, members of Local 70 employed by members of the California Trucking Association and other Bay Area associations began picketing their employers in efforts to win a new contract.

The strike was called by national negotiators after ten weeks of bargaining had failed to produce an agreement.

Local 70 negotiators Chuck Mack, Jim Muniz and Roy Nunes communicated the decision to strike to the Executive Board and Business Agents of Local 70, who met the evening of March 31st. Altogether, approximately 2,500 Local 70 members were walking picket lines.

Our Demands

Contract negotiations took place in Chicago, and Local 70's negotiators participated in these. Secretary of Labor W. Usery and James Searce of the Federal Mediation and Conciliation Service also joined the negotiations and worked with the parties to bring a quick conclusion.

The Teamsters' contract demands called for a \$1.75 hourly increase in wages over three years and an uncapped Cost of Living due April 1, 1977 and April 1, 1978; for Health & Welfare contributions to be increased by \$3.00 per week the first year, \$3.00 per week the second year and by \$2.00 per week the third year; and for Pension increases of \$3.00 per week for each year of the contract.

The Strike Vote

Local 70's strike was called pursuant to a decision of the membership at a special-called meeting on March 27th at the Oakland Auditorium.

Of the approximately 1,000 Local 70 members who attended this meeting, the secret ballot strike vote was 955 in favor of striking to 37 against. The membership vote supported the recommendation of Local 70's negotiators and the International negotiating team to reject the employers' final offer.

This offer provided for an hourly wage increase of 45¢ the first year, 25¢ the second year and 25¢ the third year of the agreement. It provided for a Cost-of-Living, but one that had a cap of 25¢. It also provided for Health & Welfare and Pension increases, but at lesser rates than requested by the Union.

The Agreement

The final agreement reached by the parties paralleled very closely the Union's final compromise offer to the employers which was read at the March 27th meeting. Wage increases are 65¢ per hour in the first year of the agreement, 50¢ per hour in the second year and 50¢ per hour in the third year. There is also a Cost-of-Living adjustment in the second and third year of the agreement. Increases in Health & Welfare and Pension are as follows:

Health & Welfare: 4/1/76	\$3.00 per week
4/1/77	\$3.00 per week
4/1/78	\$2.00 per week

Pension: \$3.00 per week in each year of the agreement.

Supplements Are Next

Mack, Muniz and Nunes report that the strike was nationwide in scope. The only area working was Chicago, which has a separate agreement. Chicago workers, however, were being laid off as the freight of carriers on strike dried up. They also advised that Joint Council 7 negotiators were unanimously in favor of the strike once the agreement could not be concluded.

Local 70's strike was run by the Executive Board and Business Agents, and was the result of an extensive amount of planning and preparation. The strike had been sanctioned by the International.

At this writing talks are continuing in Chicago on the Supplemental contract. Still at issue in negotiations on this contract are starting time, 8-hour guarantee and exclusive hiring. Hopefully, by the time you read this article an agreement will have been reached in which these issues have been resolved.

SPECIAL MEETING NOTICE

A special meeting of Local 70's membership is being called, and particulars are as follows:

Date: Saturday, April 24, 1976

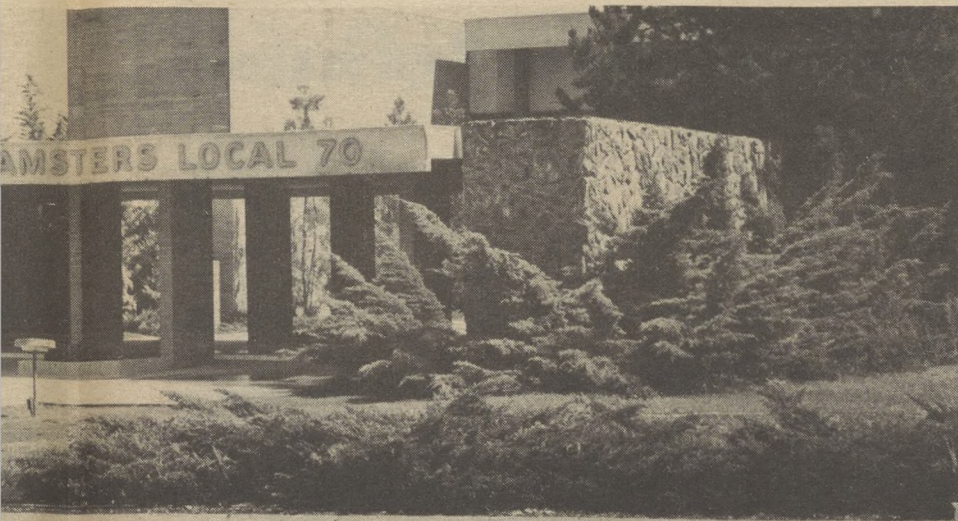
Time: 9:00 A.M.

Place: Teamsters Local 70 Auditorium
70 Hegenberger Road
Oakland, California

Purpose: To discuss finances and First Quarter, 1976 experience

All members are urged to make every effort to be in attendance.

WHAT IF
Chuck Ma
Rudy Than
from across
clarification
in event of
quarters to
effective st



Contract Settlement



WHAT IT TAKES—Above, Local 70 officials Roy Nunes, Jim Muniz and Chuck Mack go over "last offer" of employers with International Organizer Rudy Tham before getting into general meeting of about 600 Teamster officials from across the nation. After the offer is turned down, Jim Muniz asks for clarification as to how to deal with interim agreements with individual truckers in event of strike. Back home, below, it takes a lot of hectic work at strike headquarters to have the necessary manpower on the picket line for a well-organized, effective strike.



—V. M. Hanks Photo

Business Agents

Joe Arino	Bobby Freitas	Roy Nunes	Alex Y. Ybarrolaza
Dick Sarmiento	Darold Wright	Bob Windsor	Steve Marinkovich
Al Andrade	Mike Lynn	Ed Painter	Dick Durosette

Dispatchers

Wm. Bill Fagundes	Al Fialho	Noel Eben
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Secty.-Treas. Report

Freight Finalized

Negotiations on the Bay Area Freight contract have finally been concluded after approximately five months of negotiations in four different cities and a two-day work stoppage.

The national contract provides the best economic settlement ever reached in Freight negotiations.

An hourly wage increase of \$1.65 is guaranteed, and the agreement also provides for Cost-of-Living adjustments in the second and third years.

The Cost-of-Living is uncapped, and economic analysts believe it will bring anywhere from 25¢ to 40¢ in additional wages.

Sizable economic advances were also made in the area of Health & Welfare—(\$8.00 per employee per week over the life of the contract). In Pension, increases will amount to \$9.00 per week per employee over the life of the agreement. Unfortunately, even though this is the single largest Pension increase ever negotiated, the money cannot be used to purchase new benefits. The changes in the Federal law mandate that such monies be used to maintain existing Pension levels and benefits.

We will receive the three-day Sick Leave that was negotiated at the national level in our supplemental agreement. It will be added to the six days we already have.

Supplementally we had a particularly hard struggle. The employers were determined to take away the conditions and standards that we established over many years. They took their arguments on starting time, reduction of the nine-hour guarantee and on the Hiring Hall to the National Committee. The Committee rejected their efforts, however, and the contract remains as is with regard to those specific issues.

Several changes were reached during our lengthy negotiations with the employers. We are particularly happy with the changes in Grievance Procedure. We feel this is going to provide members who are now discharged and have to wait long periods of time for an arbitrator's decision quicker answers.

I would like to thank President Jim Muniz and Business Agent Roy Nunes from our Local; Ray Talavera and John Murnin of Local 85; Pete Cancilla, Oren Bond and Sonny Crego of Local 287; Rudy Tham, Joint Council 7 Chairman; and Harry Pollard. Their expertise and perseverance were instrumental in bringing about a satisfactory resolution to our contractual problems.

Although we were not in the Bay Area while the strike against trucking carriers was going on, we were in constant phone communication with the Executive Board. The strike was very effective, and was the prime reason the employers did a turn-about and agreed to the Union's demands.

The Executive Board and Business Agents of our Local did an out-

standing job of administering the strike, signing companies to interim agreements and generally protecting the interests of our members. Moreover, my thanks and appreciation to our membership. The strike was well-controlled and you did an outstanding job.

I particularly appreciate your patience and confidence in returning to work before we had finally reached an agreement on our Supplement. That confidence paid off. We were able to maintain those important supplemental conditions with which we were all concerned.

Final details of the settlement will be placed into book form as soon as feasible after ratification. We would hope to spell out the contractual changes in the next edition of our paper—at least on the Supplemental Agreement.

Saturday, April 24, will be the date for the first Finance Meeting of our Local this year. I would urge every member to attend this meeting. We will be discussing the experience of the first three months of 1976, and will make comparisons of the actual experience and our proposed budget which was formulated in late 1975.

This year is going to be as tough, if not tougher, than any we've had on contract negotiations. Of the last five major contracts our Local has negotiated, we regretfully and unfortunately have had strikes over four of them. It is not going to be an easy year for negotiations, and it appears we will have to strike often to win the type of settlements that our membership wants and is entitled to. This is definitely going to have an impact on our financial status.

The Freight negotiations were in and of themselves expensive. A national contract of this type requires us to spend a good deal of time out of town, and airplane fares and expenses increase for the Local dramatically.

Expenses, receipts and the direction for the future will be items for discussion. It's important for you to attend this meeting.

* * *

In closing I would like to again thank the membership for its patience, cooperation, militancy and vigilance during these Freight negotiations. Although we have reached a successful conclusion to this agreement, we still have important problems ahead; and they will demand as much time and effort by the members as was expended to reach this agreement. I would ask the members to make commitments of time and effort to help this Local Union resolve its problems.

Fraternally yours,
Chuck Mack
Secretary-Treasurer

NOTICE BY-LAWS COMMITTEE ELECTION

At the regular membership meeting of April 22, 1976, the vacancies on the By-Laws Committee will be filled.

Members will be nominated and elected by those present.

JC 7 Supplement Is Also Concluded

As this paper goes to press we have just been advised by our negotiators in Chicago — Secretary-Treasurer Chuck Mack, President Jim Muniz and Business Agent Roy Nunes—that the Joint Council 7 Supplemental Agreement has finally been concluded.

For the past four months Local 70, along with Locals 85 and 287, has been negotiating in efforts to successfully conclude the Supplement. Most of the time in these negotiations has been directed at fending off employer proposals that would have stripped our membership of some of the more important contract protection.

The employers had proposed multiple starting times; they had also proposed reducing the eight-hour daily guarantee to four hours; and elimination of the Hiring Hall. The National Negotiating Committee rejected all three of these em-

ployer proposals and let the contract remain as is.

Supplemental changes were explained to the membership at a special-called meeting on Saturday, April 10, 1976, at 9:00 a.m., in Local 70's Auditorium.

Several significant changes in the Supplement have been agreed to, and will be included in the 1976 contract. The Grievance Procedure with regard to discharges will be dramatically changed. An expedited arbitration procedure has been adopted. In this arbitration procedure attorneys' briefs will not be allowed, and bench decisions will be the order of the day. Also, employees will be able to take their anniversary and birth date holidays on the Monday or Friday in the week in which they fall.

A more detailed list of changes will be provided in the next issue of our paper.

Eager Beaver Goes Teamster

On Saturday, March 13, Teamster Locals 70 and 468 won a combined election at Eager Beaver Trucking.

The victory was by a two-vote margin—10 to 8—and was the result of several years of work by both Locals.

Scotty Salisbury from Local 468 and Al Andrade and Mike Lynn from Local 70 were the Business Agents handling this organizational drive. Both Locals put in a tremendous amount of work and effort to insure the victory.

Eager Beaver has operated in the Bay Area and Los Angeles for a good number of years, always as non-union. In fact they have built a reputation of being anti-union, and have used their anti-unionism in promoting business.

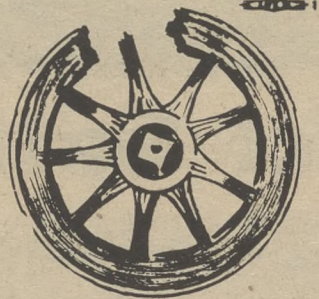
Once the election results are certified, Local 70 will commence negotiations with 468 in efforts to secure a contract.

(At press time we were advised that the company has protested the results of the election to the National Labor Relations Board in an effort to delay the Board from final

certification.

(The objections of the election filed against the Locals are very similar to those filed by the same legal firm in other election cases. They, in fact, look like they are drawn from the same "hat.")

(We will keep you advised of further developments in later editions.)



In Memoriam

DONEGAN, JOHN E., Mar.

The Hectic Hours of the National Strike



—Merkle Press Photo



FIRST IN NATION — The weeks of fruitless talks with 12,000 motor carriers employing 400,000 Teamster drivers finally brought together about 600 local union representatives to the Chicago suburb of Arlington Heights where hours and hours of talks, group caucuses, and waiting and more waiting led to a rejection of management's "final proposal" and a unanimous strike vote that had pickets stranding trucks in barns across the nation. Fifty-six hours after the first Teamster hit the bricks, management capitulated in a settlement General President Frank E. Fitzsimmons called a "success for the welfare of the membership."



—V. M. Hanks Photo

—V. M. Hanks Photo

It Pays To Be Union

Heart Attack Is Job-Related

It's not usual to get worker's compensation benefits to cover a heart attack, but Local 70 Business Agent Al Andrade, Trustee Art Soto and Teamster Attorney Stewart Boxer did it.

Local 70 member Frederick Christensen died of a heart attack early one morning at home before leaving for work.

Andrade made inquiries among Christensen's fellow-workers and advised the widow to contact Boxer because Andrade thought the attack could have been caused by Christensen's employment.

Boxer filed the appropriate claim for compensation benefits. It was

denied by Owens-Illinois, Christensen's employer.

Andrade, Soto and Stewart then conducted a more thorough investigation to come up with facts to show that Christensen's heart attack was a result of his employment—including the fact that two days before the attack Christensen had complained of chest pains while at work and was seen by the plant doctor.

With enough facts to justify their demand, they pressed for a settlement and, after long discussion with company attorneys, Owens-Illinois settled for \$35,000.

ATTENTION SOUTH BAY TEAMSTERS

Beginning on April 21, 1976 and then on the first and third Wednesday of each month, an attorney will be present at the offices of Local 287, 1452 No. 4th St., San Jose, California, during the hours of 9:00 A.M. to 5:00 P.M. to provide legal advice to all members of Teamsters Locals in the South Bay Area.

There will be no charge for a consultation or for the legal advice. Advice also will be given over the telephone if you cannot come into the office. The phone number of Local 287 is 998-8998.

Guys Will Miss 'Batch'

After about 36 years as a Teamster, 33 of them in a leadership capacity, Alan S. Batchelder has retired as Secretary-Treasurer of Wholesale Liquor Drivers and Salesmen's Union, Local 109, in San Francisco.

Now "Batch," as he is best known in the liquor industry, can devote full time to his various hobbies, including his consuming interest in San Francisco and California history.

Fast Rise

He joined Local 109 shortly after it was chartered and soon moved up as trustee, then recording secretary. He became secretary-treasurer on a part-time basis while working as a salesman.

From the very beginning, Batch was active in organizing liquor salesmen in the Bay and Sacramento Areas. His brother, who was active in the circulation department of the old San Francisco Bulletin, was one of the organizers of Local 921. It was through this connection that he met and benefited greatly from the guidance and friendship of

Local 921 Secretary-Treasurer Jack Goldberger.

Full-Time Head

In December, 1954, Batch became full-time secretary-treasurer of Local 109 and led that union from that post until retirement. He was also a trustee of the original Teamster Health and Welfare Plan.

The members will miss the guidance and counsel of this man whose grandparents came to San Francisco as Master Mariners in 1847. He constantly gave unstinting assistance to his members not only in union matters but, when called upon, also in their personal lives.

Aside from his union activities, Batch served as president of the Westwood Highlands Association and the West of Twin Peaks Council of Improvements. He is a most active member of Occidental Lodge #22 F and AM, Knights Templar and a volunteer at Shrine Hospital.

Batch attended Polytechnic High School and UC at Berkeley before marrying his high school sweetheart, Marjorie.



UNIONISTS — Ms. Sissel Ronbeck and Bjorn Tore Godal of Norway, participants in the International Visitor Program of the Department of State, recently dropped in on IBT International Representative and Local 856 Secretary-Treasurer Rudy Tham for a wide-ranging discussion on the role of the Teamsters, in particular, and Labor in general, in American society. Godal is secretary for research of the National Labor Party in Norway and Ms. Ronbeck is president of Labor Youth, the younger group (aged 15-30 years) within the Party. They are both currently involved in designing the Party's platform for the 1977 elections in Norway.

Teamsters on the Move

Compiled by Dorothy Keane

Elections

Rudy Tham, International organizer and secretary-treasurer of Local 856 in San Francisco, reports winning a special run-off election to represent about 130 supervisory nurses employed by the City and County of San Francisco. The California Nurses Association was also on the ballot; SEIU Local 400 had been on the first ballot, too, but was eliminated at that time. Tham credits the victory to the efforts of Executive Assistant Mike McLaughlin and Business Agents Bill Esmarch and Tom Dillon, as well as a hard-working rank-and-file committee headed by Dorothy Burnett and Katie Orengo.

Local 576 Business Representative Lou Riga reports victory at the recent representation election at Motortown of California at Milpitas. The union is now negotiating an agreement for its 15 new members who assemble the Cobra II package for the Ford Motor Company.

Locals 70 and 468 in Oakland won a combined election at Eager-Beaver Trucking after a long, tough organizational drive handled by Scotty Salisbury of Local 468 and Al Andrade and Mike Lynn of Local 70. The company, which has built a blatant anti-union reputation in the Bay Area and Los Angeles, has protested the results in an effort to delay final certification of the unions.

Organizing

Local 853 Secretary-Treasurer Al Costa reports two organizing drives waged by Warehouse Council Organizer Rome Aloise which have culminated in recent victories at representation elections for eight employees at S. Riekes Container Co., a distributor of plastic and glass containers out of Berkeley, and nine employees at Pacific Western Extruded Products, a Union City manufacturer of extruded pipe.

West Coast Food Sales of South San Francisco has recognized Teamster Local 860 as bargaining representative for its employees, Secretary-Treasurer Mark O'Reilly reports. The unit was organized by Warehouse Council Organizer Rome Aloise.

Settlements

After a five-week strike, San Jose Teamster Local 576 production employees at E.S.B., Inc., voted 2-1 to return to work and Local 576 Business Agent Lou Riga reports a settlement where the members won substantial wage raises and hefty increases in H&W and pension premi-

ums. Riga credits Federal Mediator Jerry Finley for bringing the parties back to the table towards the settlement.

Local 853 Secretary-Treasurer Al Costa reports signing of a first contract for 13 members at North Atlantic Steel Corporation at Alameda. The three-year contract runs from March 1, 1976 through 1979; provides for substantial wage boosts with COL provisions to be instituted in '77 and '78; establishes a H&W plan with Kaiser option, a dental plan and a vision plan, with a pension plan to be established in the last year of the agreement. Negotiating for the new members with Costa were Trustee Ernie Souza, Steward Bob Wilcox and Rome Aloise who organized the unit last December.

Award

Bill York, secretary-treasurer for Automotive Local 78 in Oakland, reports a \$5,154.56 settlement for a grievance of member Lienard Brown against Tire Systems, Inc. Vice President and Business Representative Jerry Corniola handled the grievance for Brown.

Negotiations

Frito-Lay Inc.'s contract proposals were firmly turned down by Teamster members involved and an April 30 strike deadline has been set. More than 200 warehousemen and route salesmen from 13 local unions are directly involved, with another 225 or so plant workers and transport drivers indirectly involved in the talks where they are represented by Ralph Torrisi, president of Local 296 in San Jose, chairman; Le Roy Salido, president of Local 588 in Oakland; and Frank Lomasciola, business agent for Local 150 in Sacramento. Bill Grami, Western Conference Warehouse-Miscellaneous Division director, has been involved in negotiations. At press time, the Federal Mediator had been advised of the rejection and strike threat, and the negotiating committee stood ready to meet on call.

Moving On

Shifts caused by the retirement of Alan S. Batchelder gives Local 109 in San Francisco the following executive board: Secretary-Treasurer T. Marron Pisani (was president); President Joseph Janisse (was vice president); Vice President Stephen Natali (was trustee); Recording Secretary Sergio J. Scarpa; Trustees George Barlas, Walter Del Carlo and Ronald Landucci (new).



GRACIOUS OFFICIALS—Two ladies now grace the boardroom of Cannery Local 857 in Sacramento. Recording Secretary Luceen Wong, left, and Trustee Cora M. Huerta are shown taking their oath of office before Secretary-Treasurer Alex Luscutoff. They were appointed by the Executive Board to fill the unexpired terms of John Ellasces and Doris Deshaies. Luceen has been on the Local 857 staff since 1957 and will continue to serve as office manager and secretary to Luscutoff. Cora has been a Teamster working at American Home Foods since 1959.

Local 588 Retirees Have Annual Dinner

OUTSTANDING—Among Local 588 retirees singled out at annual dinner were Grati Foster, waving \$1,274 retirement check at left photo, and Dan Cardozo, 81, who worked for the same company for 52 years until his retirement, shown greeting Local 588 Recording Secretary Ann Cottrell and Secretary-Treasurer Fred Paredes. The annual dinner given by Local 588 for its retirees is one of the highlights of the union's activities and has always seen a huge turnout.



Emergency Call for Blood

A call to come to the aid of a recent Teamster widow has been circulated by Jim Rourke, Blood Bank chairman for Teamsters Local 85.

Kenneth Keeland, a Local 85 member, was stabbed to death in what is said to be one of the most brutal acts of homicide in San Francisco law enforcement history.

In the futile attempt to save his life, Keeland was given 103 units of blood.

The 103 units cost \$4,120, excluding the processing charge of \$1,957. Keeland's widow, who is in dire straits to begin with, is now faced with this financial obligation.

Jim Rourke asks Local 85 members as well as other Teamster Brothers to eliminate this burden by donating blood to replace the 103 units used on the late Kenneth Keeland.

Those in a position to help may call Rourke at ph. (415) 861-2912.

LOCAL 85 MEMBERS NOTE! IMPORTANT PHONE NUMBERS AND ADDRESSES TO POST IN A HANDY SPOT:

Line Drivers' Health and Welfare, Dental, and other Benefits (except Pension) are handled by:

WESTERN TEAMSTERS WELFARE TRUST
553 John Street
Seattle, Washington 98109
Phone No. (206) 329-4900

All communications should be directed to this Seattle address. Also, however, forms for **line men** can be obtained at 459 Fulton Street, San Francisco (phone Nos. 861-2917 or 861-2912).

LINE AND ICE CREAM DRIVERS' PENSION MATTERS SHOULD BE REFERRED TO

NORTHWEST ADMINISTRATORS, INC.
(Western Conference of Teamsters Pension)
433 Airport Boulevard, Suite 111
Burlingame, California 94010
Phone No. 342-8411

All other Health and Welfare, Dental, Vision Care, Prescription, and Pension matters should be directed to our

TRUST FUND OFFICE
459 Fulton Street, Room 106
San Francisco, California 94102
Phone No. 626-0240

To Local 85 Members

Due to the active involvement of your officials in the hectic weeks of Master Freight Negotiations and the participation of each and every one of us in the nationwide transport strike, we were unable to prepare this month's *Local 85 News* which you receive as a section of this newspaper.

Local 85 News will resume publication this coming month.

Harry Orr
Editor
Local 85 News

Local 85

BLOOD BANK DAY

This is to remind our members that B-Day will be held at the Peninsula Blood Bank, Burlingame, Saturday, May 22, from 7 a.m. to noon.

Pass the word around so that we will have our usual good turnout.

JIM ROURKE
Blood Bank Chairman

SPECIAL MEETING MAY 11 For Members Employed by Movers

There will be a special meeting for all members of the Brotherhood of Teamsters, Local 85, in the employ of moving firms at

THE SAILORS' AUDITORIUM
1ST AND HARRISON STREETS
SAN FRANCISCO, CALIFORNIA
AT 8 P.M. TUESDAY, MAY 11, 1976

The purpose of the meeting is to accept proposals for new contract with Movers Association to be effective July 1, 1976.

Members are requested to bring their copies of the contract.

Fraternally yours,
Ray Talavera, Secretary
Jim Rourke, Business Agent

**NEXT LOCAL 85 STEWARDS' MEETING WILL BE AT 8 P.M.,
MONDAY, MAY 3, 1976, AT 459 FULTON STREET,
SAN FRANCISCO**

Have You Registered to Vote?

Teamsters-Machinists Drive Enlisting Public Support in Bay Area



GERARD TIRES CAMPAIGN — The Bay Area Automotive Teamsters-Machinists Organizing Committee set up pickets this month at Gerard Tires Newark distribution center and Bay Area retail stores to enlist public support for its organizational drive. Meanwhile, Teamster Attorney Duane Beeson, on behalf of the Committee, won an unfair labor practice charge against Gerard Tires for firing Emilio Vargas from its Campbell plant for union activity. Vargas was reinstated with \$1,035 in lost wages. Shown picketing are Ward Allen,

Machinists Lodge 1546 Business Representative Manny Francis, and Teamsters Local 78 Vice President Jerry Corniola at Newark; Local 576 Business Agent Lou Riga at Campbell; Local 78 Recording Secretary Dennis Thomas and John Higgins of Lodge 1546 executive board. Not shown but also active in directing picketing in other areas are Local 315 Business Agent Bruce Henricus for Contra Costa and Local 665 Business Agent Bill Parenti for the West Bay.

That Time of Year Again — Dick's Watsonville Clambake

CLAMBAKE AT WATSONVILLE—Nobody got wet, nobody caught clams, but everybody had a lot of food including wild boar and buffalo meat at the annual clambake given by Local 912 Secretary-Treasurer Dick King at Watsonville last month. The clambake is given by King each year out of his own pocket (no union funds used, please note) for his wide circle of friends.



General Organizer's Comment

(From Page 1)

philosophy was a simple "bread and butter" one and he reiterated it to the Joint Council 7 delegates the other night: Unions have only one thing to sell and that is—labor; a Union is no more than a service organization, selling labor in the open market place, demanding the best possible wages, hours and working conditions for its members.

The success and the growth of the Teamsters were based on not only Dave Beck's basic union philosophy of what unionism is, but also on his insistence that the Teamsters had to be a diversified union with its base operation in the over-all Transportation Industry.

By forming functional networks of Area Conferences and Trade Di-

visions culminating into national counterparts and insisting on organizing to uphold union standards, Dave Beck welded an International Union together that stands unduplicated today. In so doing, Dave Beck etched his name in the annals of the American Labor Movement and thus became a legend in his own time.

One could go on and on about Dave Beck—his wisdom, his foresight, his abilities and his resulting successes — but to summarize the Dave Beck Story," one can only conclude that without him Teamster history would not have taken the shape it did; he truly is one of a kind; a man who actually molded events and history, not one who was simply a product of the times.

East Bay Retirees

Annual Luncheon

Our third annual luncheon at the Blue Dolphin was the best yet with over 500 members and guests attending.

Featured speaker was Nelson Cruikshank, president of the National Council of Senior Citizens, who explained the pitfalls lying in wait for senior citizens in the National Health bill and gave a look into the future of our Social Security program.

I want to thank all the members who helped in making this luncheon a huge success.

Monthly Meeting

Club President Al Maderos introduced Pete Carmello of the Painters and Allied Trades who gave an

inspiring talk on retiree involvement in local and national politics.

The membership recommended that, from now on, members are to be notified of our regular monthly meetings through this column.

NEXT MEMBERSHIP MEETING: April 21

Reno Trip

The trip to Reno March 9-10 was a lot of fun and the next one is planned for June 8-9. Members who want to go should make their reservations at our May 19 meeting.

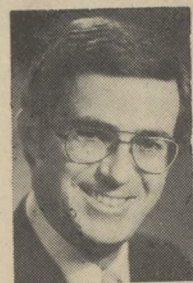
Joe Chavaria,
Recording Secretary

From Our Man in Sacramento

California Teamsters' Legislative Report

By Gerald O'Hara, Legislative Representative

Two full months of legislative activity find the issue of funding the Agricultural Labor Relations Board right where it last stalled, on the Senate floor. The most recent action forced Teamster-sponsored amendments from the bill on a vote



O'Hara

of 17 to 21. Those voting to retain the Teamster amendment which would have stripped the Board of its personnel and many functions in favor of the Office of Administrative Hearings were: Senators Alfred E. Alquist, Clare L. Berryhill, Dennis E. Carpenter, Randolph Collier, Lou Cusanovich, George Deukmejian, Ralph C. Dills, Donald Grunsky, John W. Holmdahl, H. L. Richardson, Newton R. Russell, Jack Schrade, John Stull, Howard Way, James Wedworth, James E. Wetmore and George Zenovich.

Those voting against the Teamster amendment were: Senators Ruben S. Ayala, Peter H. Behr, Anthony C. Beilenson, John F. Dunlap, Alex P. Garcia, Bill Greene, Arlen Gregorio, Nate Holden, Joseph M. Kennick, Milton Marks, James R. Mills, John A. Nejedly, Nicholas C. Petris, Robert B. Presley, Omer Rains, Alan Robbins, David A. Roberti, Albert S. Rodda, Jerry Smith, Alfred H. Song and Walter W. Stiern.

A vote on the appropriation is expected in the near future. All Senators are being urged to vote against an appropriation without change in the Act. SB 1441 by Senator George Zenovich is the only other bill which can assure change and is scheduled for reconsideration in the Senate Finance Committee.

Radar was deleted from the Senate version of the Budget as Senator Alfred Alquist (D), San Jose, Chairman of the Subcommittee No. 4, concurred in the comments of Senator Randolph Collier (D), Yreka, and stated that the third member, Senator Peter Behr (R), San Rafael, made unanimous their decision to delete the California Highway Patrol's request for radar to enforce the 55 mph speed limit. Thanks to those who wrote to the Subcommittee members. Let's send a thank you to them for their unanimous action.

The fight isn't over until the budget is finally passed. The Assembly Committee should hear the radar issue in the near future. If you haven't yet written, write to: Assemblyman Pauline Davis (Chairman), Assemblymen Robert H. Burke, Richard Hayden, John J.

Miller and Alan Sieroty.

Worker's Compensation benefits for peace officers remain threatened as SB 839 by Senator Howard Way (R), Exeter, lost on a 7 to 7 vote and was granted reconsideration by the Assembly Finance, Insurance and Commerce Committee.

Work stoppages by peace officers could strip peace officers not only of their weapons but their special worker's compensation benefits should AB 3229 by Assemblyman Alan Sieroty (D), West Los Angeles, be passed as introduced. Teamsters and other representatives of peace officers opposed the bill before the Committee on Criminal Justice.

Assemblyman Dixon Arnett (R), San Mateo, has agreed to substantially amend AB 2910 in response to the Teamsters and other certificated school employee representatives who opposed the bill in its original form, as it would have repealed various Education Code sections that provide seniority terms and conditions of layoff and recall, leaving all rules and regulations to the discretion of the school district governing boards.

The author agreed to reinstate those sections until a collective bargaining agreement becomes effective, thus allowing the option of establishing such conditions through the bargaining process.

A 4 to 4 tie vote stalled the controversial "Ban the Can" bill after a marathon of hearings where many labor organizations joined in opposition testimony with the Teamsters. The bill, SB 1384, Omer Rains (D), Ventura, was granted reconsideration by the Committee on Natural Resources and Wildlife where there is still the danger that it could be favorably acted on during this session of the Legislature. A united labor opposition cited dislocation in employment and job loss as a basis for rejecting the bill.

United Farm Workers Union's circulating of an initiative petition beginning today proves that the California Agricultural Labor Relations Act must favor them heavily. They want the act to be funded without change and to include the access rule in the act. If the initiative should qualify it would be on the November ballot. Meanwhile, the California Senate is acting on a bill, AB 2886 (Daniel Boatwright (D), Concord), which would fund the ALRB and create an "oversight" legislative committee. The bill is heavily opposed by the Teamsters.

Charter bus driver jobs were pro-

tected with the defeat of AB 2750 by Frank Murphy, Jr. (R), Santa Cruz. The bill would have allowed the Santa Cruz Transit District to enter into the charter bus business.

Worker's Compensation for heart attacks to some firemen and policemen whose symptoms did not manifest themselves until after retirement would be jeopardized with the approval of SB 839 by Senator Howard Way (R), Exeter. The bill goes before the Finance, Insurance and Commerce Committee after being approved by the Subcommittee on Worker's Compensation.

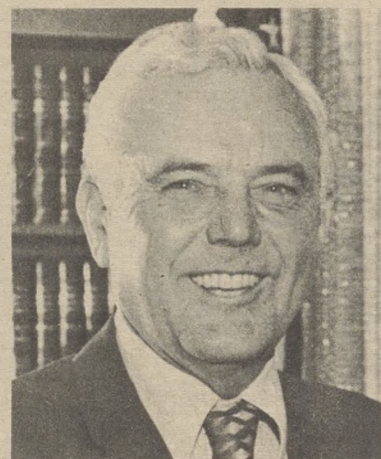
Public participation in education employees' collective bargaining as proposed in AB 2835 by Assemblyman John Vasconcellos (D), San Jose, was killed by the Assembly Education Committee where both labor and management cited the frustration of third parties to labor negotiations.

Credit denial will be met with an explanation to the applicant under the terms of SB 973 by Senator Nate Holden (D), Culver City, whose bill had Teamster support. The bill won the approval of the Committee on Finance, Insurance and Commerce and goes to the Assembly Floor for action.

The California State Assembly passed AB 2886 by Assemblyman Daniel E. Boatwright (D), Concord, an emergency appropriation measure to fund California's Agricultural Labor Relations Board on a vote of 54 Ayes and 24 Noes after the Democratic Caucus invoked a caucus position which forced many rural Democratic party members to vote for the controversial appropri-

ation. Teamsters opposed the bill for not providing changes in the law which would guarantee a fair administration of the Agricultural Labor Relations Act and protection to those members who desired historic separate bargaining units. Teamster-supported amendments introduced by Assemblyman Gordon Duffy (R), Hanford, failed on votes of 38 Ayes to 40 Noes and 37 Ayes to 42 Noes.

Legislator of the month



Senator Alfred Alquist (D) San Jose

Senator Alfred Alquist (D) San Jose, Chairman of the Senate Subcommittee of Finance, considering the administration budget, deleted the request for funds for radar, commenting that his subcommittee was unanimous in this decision. The other Subcommittee members are Senator Randolph Collier and Senator Peter Behr.

IN MEMORIAM

- | | |
|---|--|
| ARIETTA, PHILIP, Local 12, San Francisco, Mar. | MOORE, ALEXANDER, Local 85, Mar. 4. |
| PETERSEN, MARTIN, Local 226, San Francisco, Mar. 27. | NEWTON, JOSEPH E., Local 85, Mar. 14. |
| O'HARA, MICHAEL, Local 853, Oakland, Mar. 21. | NILAN, LEO, Local 85, Mar. 16. |
| RIVERA, ROSE, Local 853, Mar. 22. | NOLES, HENRY, Local 85, Mar. 23. |
| SANTOS, JOAO, Local 350, San Francisco, Mar. 24. | POLETTI, CESARE, Local 85, Mar. 26. |
| ORR, WALLIE, Local 216, So. San Francisco, Mar. 25. | SEITH, CHARLES, Local 85, Mar. 8. |
| HAGUE, GEORGE, Local 896, Hayward, Mar. | RAND, DOLLIE, Local 856, San Francisco, Apr. 1. |
| VARNI, JOSEPH, Local 896, Mar. | MENEGAUX, MELVIN, Local 856, Jan. 3. |
| TAYLOR, LLOYD, Local 896, Mar. | SPRIGG, CHAUNCEY, Local 856, Mar. 23. |
| PETERSEN, WALTER, Local 896, Feb. | RISDON, JOHN, Local 856, Feb. 17. |
| WATSON, WILLIAM, Local 860, Apr. 1. | HORSTMAYER, HAROLD, Local 888, San Francisco, April 1. |
| SHEEHAN, FRANK, J., Local 860, Jan. 13. | RUSSO, PETER, Local 888, Mar. 18. |
| MORAN, RAYMOND P., Local 432, Oakland, Mar. 30. | JONES, HENRY IVOR, Local 265, San Francisco, Mar. 5. |
| BOLDUCI, LUCREN B., Local 78, Oakland, Mar. 8. | PRIOR, MICHAEL, Local 624, Novato, Mar. 24. |
| RICHMOND, GEORGE, Local 78, Mar. 21. | ROSA, LYNN, Local 265, San Francisco, Feb. |
| MCCULLOUGH, JEFF, Local 78, Apr. 7. | HILL, S. R., Local 265, Feb. |
| PORTER, WILLIAM, Local 750, Oakland, Mar. 27. | CASCIO, LEONARD, Local 265, Feb. |
| RAGUSANO, FRANCES, Local 750, Mar. 14. | SOUSA, H., Local 265, Mar. |
| CLIMA, PAUL, Local 315, Martinez, Mar. 1. | GILBERT, FRED, Local 265, Mar. |
| BROWN, JOHN WALLACE, Local 665, San Francisco, Mar. 10. | MIRANDA, HENRY, Local 265, Mar. |
| FINERTY, THOMAS RYAN, Local 665, Mar. 9. | ALLEN, JAMES, Local 265, Mar. |
| MORRIS, HAROLD, P., Local 665, Mar. 9. | GALE, MILTON, Local 265, Mar. |
| NICCOLI, FRANK, Local 665, Mar. 1. | MILLS, CLIFFORD, Local 265, Mar. |
| TJETJEN, ELMER, Local 665, Mar. 13. | |
| CASSETTA, PAUL, Local 85, San Francisco, Mar. 7. | |
| CHAPMAN, GERALD, Local 85, Mar. 11. | |
| CONWAY, FRANK, Local 85, Feb. 29. | |
| DUMETZ, ARNOLD, Local 85, Mar. 9. | |
| GROVE, WALTER, Local 85, Mar. 14. | |
| HANSEN, KARL, Local 85, Mar. 10. | |
| JOHNSON, ERNEST, Local 85, Mar. 6. | |

Edward C. Miller

Edward C. Miller, President of Teamsters Local Union No. 980, passed away on March 9, 1976 after a short illness.

A native of New York, Mr. Miller lived in Sonoma County 16 years. He was a driver salesman for California Cooperative Creamery of Petaluma for 15 years.

He was an army veteran of World War II.

Construction H&W Trust

By Mel J. Tracy

(From Page 4)

ment for an illness or injury. In cases where this is not absolutely clear cut it is most advisable to have the physician submit his complete diagnosis to the Fund office for approval prior to treatment.

I am particularly referring to surgical procedures which might be cosmic in nature such as: mastoplasty (surgery of the breast), rhinoplasty (surgery of the nose), otoplasty (surgery of the ear), blepharoplasty (surgery of the eyelid) or

many other types of plastic surgery.

This type of surgery is usually very expensive, and can pose a severe financial burden on you if the claim has to be denied because it is cosmetic. So again, please have the doctor submit a letter outlining the necessity of this type of surgery. The letter will be reviewed by our Medical Consultant. If there is a doubt in his mind as to the validity of the claim he will get in touch with your doctor and discuss the circumstances with him. This procedure can be accomplished very rapidly, and if you will use it, I am sure it may save you some "bad" surprises in the future.